



Utah's Occupational Outlook

THROUGH THE TRAINING AND WAGE LOOKING GLASS

Not all jobs in Utah require a Bachelor's degree, but these high-skill jobs do pay well. An analysis of the training level and wages of Utah's jobs now and in 2016 corroborates this statement. This is not new or radical news. The usual training levels of Utah jobs and their current pay reflect the trends in the national labor market. First, let's look at the training and the job picture, followed by an evaluation of the average pay associated with training levels.

The percent of total jobs in Utah requiring a Bachelor's degree or higher is about 20 percent, or one in five jobs. In the base year (2006) of the occupational projections about 20.4 percent of the total 1.4 million jobs in Utah called for a Bachelor's or higher degree. In 2016, the Bachelor's percentage increases slightly to 20.8 percent. Total jobs in 2016 are projected to reach the 1.8 million mark.

A training code is assigned, by the U.S. Bureau of Labor Statistics, to each of the approximately 750 occupations in the projections. These training codes range from virtually no training other than the observation of another worker on-the-job to significant formal training where a professional degree is required (e.g. attorney). For the purposes of clarity and ease of understanding, the top five training level codes were combined into a single group designated as Bachelor's degree or higher.

The other training levels include associate degrees, applied technology programs, work experience—the school of hard knocks, long-term on-the-job training (a year or more of on-the-job training or apprenticeship which may include formal classroom or skill training), moderate-term on-the-job training (one month to one year), and short-term on-the-job training (less than one month).

Clearly, most of the jobs in Utah fall in the short-term on-the-job training category, with 32.7 percent of jobs in 2006, and 31.9 percent of jobs in 2016. Moderate-term on-the-job training is required of about 20.5 percent of jobs in the state, both in 2006 and 2016. Long-term on-the-job occupations, which are higher skilled because of training, apprenticeship and work experience, account for an 8-percent slice of Utah jobs in 2006 and 2016. Occupations that require work experience add to 10 percent of the total, and usually lead, over time, to supervisory-type positions.

Jobs in occupations calling for post-secondary training (beyond high school) include those in the applied technology occupations (about 4.8 percent of the total) and associate degree occupations, which accounted for 3.5 percent in 2006 and 3.7 percent in 2016.

The major thrust of this training level analysis, comparing 2006 and 2016, is simple. The trend is toward more training. That means the economy, at least for the better jobs, stresses more post-secondary training. To make the point even clearer, let's look at the training requirements of new jobs between 2006 and 2016 (not shown in the pie charts). Of the roughly 400,000 new jobs in Utah through 2016, 32 percent will call for either applied technology training, an associate degree, or a Bachelor's degree or higher. The biggest difference will be in the Bachelor's degree category where 22 percent of the new jobs will be. About 9 percent of new positions will be in occupations needing applied technology or an associate degree.

More training enhances worker productivity, which enables our economy to be more competitive in world markets. And, even more important to the individual, more training yields the potential for a bigger paycheck, which leads us into the next topic, the relationship between training and higher wages.

The old adage of the more you learn, the more you earn, is basically true. Workers qualifying for occupations that call for virtually no training, those that are classified as short-term on-the-job training, can expect to earn an average of about \$10.40 per hour (2006 wages). This is a far cry from those that obtain a Bachelor's degree or higher that average \$32.70 per hour. These are averages; some workers will earn less and some a great deal more.

The point is clear, more education enhances your ability to earn more. Another very important point needs to be made here. It is obvious from the data there is a relationship between training and wage. What is very important, but less apparent, is that earning power is limited if you lack post-secondary training. Earning potential is less restricted if you get more training. ●

For examples of the occupations in the training levels see:

- <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/longtermojt.xls>
- <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/moderatetermojt.xls>
- <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/workexperience.xls>
- <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/shorttermojt.xls>
- <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/bachelorshigher.xls>

Training Levels:

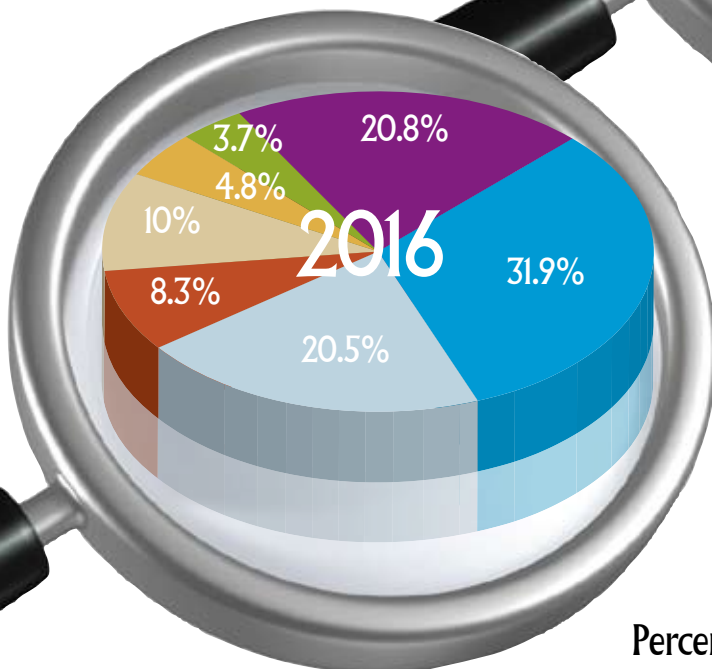
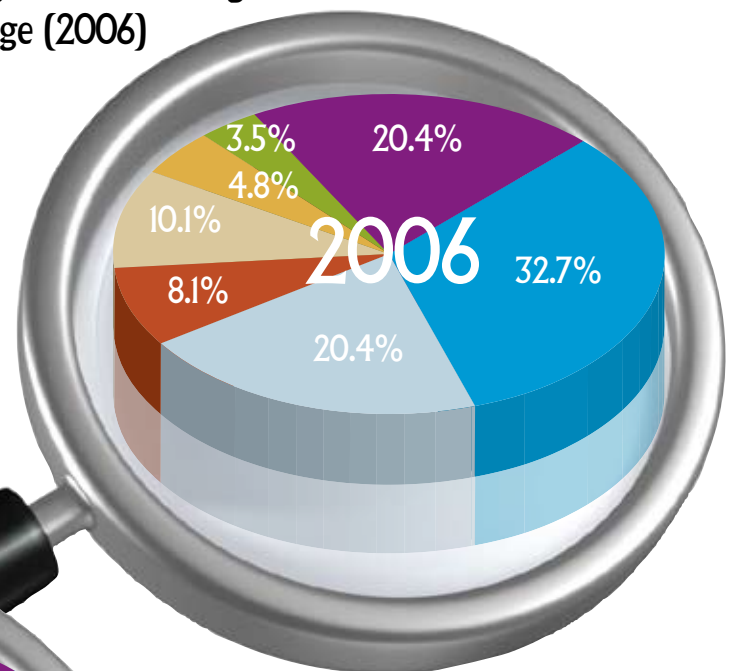
- First professional degree
- Doctoral degree
- Master's degree
- Bachelor's or higher degree, plus work experience
- Bachelor's degree
- Associate degree
- Post-secondary vocational awards
- Work experience in a related occupation
- Long-term on-the-job training (including skilled and apprenticed trades) training in OJT setting and/or in formal classroom setting for one year or more
- Moderate-term on-the-job training—from one month up to one year.
- Short-term on-the-job training—short demonstration and observation of less than one month.

For more information on Utah's job outlook, and the outlook for the U.S. see these links:

- <http://jobs.utah.gov/opencms/wi/occi.html>
- <http://jobs.utah.gov/opencms/wi/pubs/outlooks/state/>
- <http://www.bls.gov/oco/>
- <http://www.bls.gov/opub/ooq/2006/spring/contents.htm>

- BS Degree + \$32.70/Hr
- Assoc. Degree \$22.80/Hr
- Applied Tech. \$16.80/Hr
- Work Exp. \$23.80/Hr
- Long-term OJT \$17.80/Hr
- Mod-term OJT \$14.30/Hr
- Short-term OJT \$10.40/Hr

Percent of Utah Jobs in 2006
by Training Level & Average
Wage (2006)



- BS Degree +
- Assoc. Degree
- Applied Tech.
- Work Exp.
- Long-term OJT
- Mod-term OJT
- Short-term OJT

Percent of Utah Jobs in 2016
by Training Level

Source: Utah Department of Workforce Services,
Workforce Information, May 2008.